

# **Working hours and some other related institutions of healthcare workers**

## **Abstract**

This diploma thesis deals with the working hours of workers working in healthcare, but also comments on other areas that are associated with working hours. It is possible to find in it a comprehensive overview of valid and effective legislation, which is supplemented by relevant European case law related to the area currently addressed. In addition to the current situation, the aim of the thesis is also to verify whether the legislation is effective and whether it is complied with.

The thesis is divided into several chapters, beginning with an explanation of labor law principles and central concepts of the whole thesis - the worker and the employer in healthcare.

The most comprehensive chapter is the chapter devoted to the main topic of this thesis, working hours. The concept of working hours, its records and length are discussed here, while the concept of shortened and shorter working hours was not omitted. Other chapters deal with institutes such as night work, overtime, on-call time or rest periods. The chapter devoted to overtime work also discusses its remuneration, as the only remuneration in this whole thesis, because remuneration for overtime work in healthcare forms a large part of monthly remuneration and it is therefore appropriate to point this fact out. On the contrary, the rest period in this thesis is shortened on the legal regulation of working holiday.

In the relevant places of some chapters there are reproduced results of a small survey carried out through requests for information pursuant to Act No. 106/1999 Coll., On Free Access to Information. These results indicate the frequency of inspections in the period 2017-2020, which are to control compliance with the provisions of the Labor Code by employers and are also used as one of the indicators of how the practice complies with legal requirements or how often they are violated.

In the end, the findings are summarized and also outlined a path that could lead from the vicious circle in which our healthcare system has found itself.

**Key words:** working hours, workers, healthcare